

5 SEP 1963

MEMORANDUM FOR: Assistant Director for Central Reference

SUBJECT : IG Survey of OCR -- Comments on Personnel Relations

1. In the course of our discussions with OCR personnel during the current Inspector General Survey, one or two rather sensitive questions came to light which appear more suitable for discussion by memorandum rather than by inclusion in the formal survey report.

2. Instances were cited by several Documents Division senior professionals in which they were passed over promotionally by junior personnel. Objections were based on the fact that the junior person had been trained by the passed-over senior, and the senior felt better qualified and more experienced for the job. In all but one case the senior is a female and the junior a male. These women believe they are the victims of anti-female prejudice, and the male, a Negro, vaguely implied he was victimized by another kind of prejudice. While these reactions are not necessarily justified, Division management should be made aware that the women, at least, interpret these acts as an indication of a policy aimed at maintaining male supremacy in the Division.

3. There have been scattered complaints in several divisions and registers that Agency circulars and DD/I vacancy notices intended for all personnel do not always find their way down to the lower levels, with the result that employees feel deprived of their rights. It has been suggested by some that certain notices are intentionally held up by supervisors for reasons of their own. Some supervisors have already been made aware of this criticism and have indicated they would take corrective measures, but division chiefs should satisfy themselves that the situation, if it is accurately described, is rectified.

4. These observations are submitted for your consideration in the day-to-day management of OCR. I would appreciate your comments.

J. S. Earman
Inspector General

cc: DD/I

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